



Disabled Veterans

Affirmative Action Program Plan

Fiscal Year 2007

Bureau of Land Management

Alaska State Office

222 West 7th Avenue #13

Anchorage, Alaska 99513



Bureau of Land Management - Alaska

Annual Disabled Veterans Affirmative Action Program (DVAAP) Plan Fiscal Year 2007

Preface

Historically, at BLM, the Human Resource (HR) Department was the responsible organization for these Programs. However, during July 2005, the agency's EEO Deputy Director revealed that a management decision had been made to reassign these program responsibilities from HRM Offices to EEO Offices. As a result, this is the first DVAAP that the EEO Office has been responsible for preparing.

Coordination with the BLM-Alaska HR Manager resulted in the discovery that there was no record or evidence that a DVAAP had ever been prepared for BLM-AK. This being said, this report does not discuss plan accomplishments, but it does include current (Oct 05) work force numbers and discusses our plans for implementing and managing this program in the future.

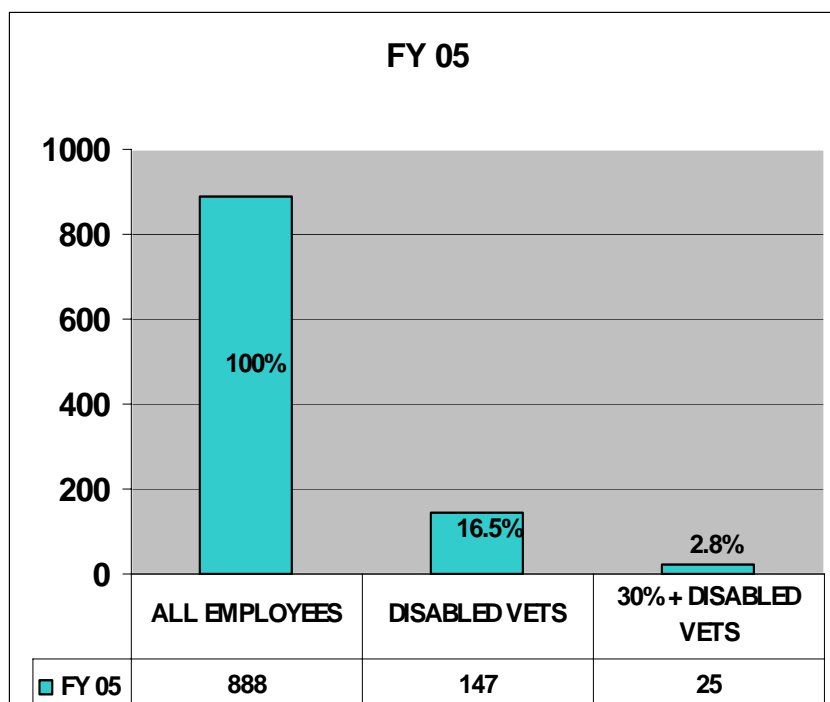
Lastly, this document includes CERTIFICATION that this agency (1) does have a current DVAAP that is being implemented in accordance with federal laws and regulations; (2) that field offices or installations having less than 500 employees are covered by a DVAAP plan; (3) that all field offices or installations having 500 or more employees are covered either by this plan or by a local plan, and (4) that such plans are available upon request field offices or installations.

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WORK FORCE DEMOGRAPHICS

Number of Employees Covered Plan:	888* employees (100%)
Number of Disabled Veterans Covered by this plan:	147 employees (16.5%)
Number of 30 Percent or More Service Veterans Covered by this plan:	25 employees (2.8%)
*Employment Data Current as of September 30, 2006 (permanent and temporary)	



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PLANNED FY 06 INITIATIVES

1. Methods used to recruit and employ disabled veterans especially those who are 30% or more disabled.

As discussed in the preface of this document, there was not a previous plan in place. As a result, there are no accomplishments to report on, however, initiatives for FY 06 are presented.

Our Persons with Disabilities Program(PWD) Committee will practice recruitment outreach through bi-weekly e-mail listings of current vacancies to our local Veterans Office, Veterans of Foreign Wars (VFW) Outposts, and to the Alaska State Division of Vocational Rehabilitation (DVR) offices. Also by encouraging candidates to gain experience and knowledge of our organization and its functions by promoting volunteer opportunities.

Utilization of Special Appointing Authorities: 700 hour appointments, Schedule B appointments, and VRA appointments.

Coordinate with BLM-AK HR Manager to establish and implement Selective Placement Coordinator (SPC) functions as a collateral duty assignment for one of the existing staffing specialist positions. The SPC will serve as the subject matter expert on special appointing authorities available for disabled veterans. The SPC, EEO Official and PWD will meet on a quarterly basis to identify barriers and discuss ways to improve our recruitment and employment of disabled veterans.

2. Methods used to provide or improve internal advancement opportunities for disabled veterans. Please indicate specific efforts and accomplishments in providing developmental (formal training) opportunities for veterans in a narrative.

As discussed in the preface of this document, there was not a previous plan in place. As a result, there are no accomplishments to report on, however, initiatives for FY 06 are presented.

Develop local policy that will hold managers/supervisors accountable to prepare and adhere to Individual Development Plans (IDPs) for their subordinates identified as disabled veterans.

Encourage managers/supervisors to consider identifying vacancies as growth positions for upward mobility promotion.

Educate and promote awareness on available developmental opportunities within the agency.

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3. A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated.

As discussed in the preface of this document, there was not a previous plan in place. As a result, there are no accomplishments to report on, however, initiatives for FY 06 are presented.

BLM AK is a Field Installation and it is not known how we are monitored and evaluated.

4. An explanation of the Agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report will cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress.

As discussed in the preface of this document, there was not a previous plan in place. As a result, there are no accomplishments to report on, however, initiatives for FY 06 are presented.

The lack of progress on implementing a DVAAP is simple, although not acceptable. There was not a plan in place to be implemented.

The reassignment of this program from HRM to EEO is a starting point here at BLM-Alaska. The initiatives identified in Items 1-3 above are steps in the right direction. As EEO officials begin to implement this and subsequent plans, we will be better able to identify and overcome obstacles and improve the current status of this program.

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Disabled Veterans Affirmative Action Program Plan Certification

Name and Address of Field Office:

US Department of the Interior
Bureau of Land Management-Alaska
222 West 7th Avenue #13 (AK 915)
Anchorage, AK 99513

Name and Title of Contact Person:

Sandra Martinez, Equal Employment Manager
Address: Same as Above
Telephone (907) 271-3685
Fax (907) 271-4573

Certification:

I certify that the above named agency (1) has a current Disabled Veterans Affirmative Action Program (DVAPP) plan and the program is being implemented as required by 38 U.S.C. 4214 as amended, and appropriate regulations and guidance issued by the U.S. Office of Personnel Management; (2) that all field offices or installations having less than 500 employees are covered by a DVAAP plan; (3) that all field offices or installations having 500 or more employees are covered either by this plan or by a local plan, and (4) that such plans are available upon request field offices or installations.

Signature: //// original signed ////

Date: October 10, 2006